

PROFESSIONAL SERVICES WORKSHOP

| Applied Observation Skills



Get Better Outcomes Faster with Teachscape

Teachscape's workshops are designed to help schools and districts get the most out of Teachscape tools and achieve improved outcomes quickly. For effective teacher evaluations that lead to improvement, those who evaluate teaching in districts that use the Framework for Teaching need more than a basic understanding of Charlotte Danielson's instrument. Building accuracy, inter-rater agreement, and a collaborative observation process may require the kind of intensive practice and at-elbow support that this workshop provides.

Workshop Description

This one-day workshop strengthens inter-rater agreement and supports observers in accurately rating teaching practice and leading improvement-focused conversations with teachers.

Designed for a small group of instructional leaders and/or district administrators, the workshop calibrates observations through on-site co-walks and scoring professional conversations based on a post-observation rubric.

Learning Targets

- Gather, sort, and analyze evidence to accurately score teaching using the Framework for Teaching
- Calibrate with other observers and increase inter-rater agreement
- Lead conversations with teachers that are collaborative and focused on improvement

Target Audience

- District leaders
- School leaders
- Coaches and teacher leaders

Workshop Outcomes

Participants will demonstrate:

- Improved comfort level with conducting observations using the Framework for Teaching
- Improved agreement around evidence collection and feedback
- Successful post-observation conference based on peer and coach rubric ratings

Format

- One-day face-to-face session for a cohort of up to six participants

Prerequisites

- Teachscape *Reflect* observation and evaluation management system
- Completion of at least one of the following:
 - » Danielson Group training in the Framework for Teaching
 - » Teachscape *Focus* online training and success passing the proficiency assessment
 - » Teachscape Learning-Focused Conversations Workshop

Services Approach

This full day of training and coaching provides participants with targeted support for observations that yield accurate scores, calibration with other observers, and leading improvement-focused professional conversations.

Develop skills in collecting a robust body of evidence to support the evaluation process.

The first portion of the training begins with a review of the Framework for Teaching, how to identify evidence of effective teaching practice using the rubrics, and how to distinguish between evidence and interpretation or bias.

Build accuracy in rating teaching practice and strengthen inter-rater agreement.

In this portion of the training, participants study the differences between accuracy and inter-rater agreement, then conduct a calibration walk as a group, facilitated by the Teachscape service provider. Using the Framework for Teaching rubrics, participants:

- Gather, sort, and align evidence from the observed lesson
- Debrief as a group to discuss each participant's score, rationale, and the differences among scores
- Conduct a second observation and repeat the process to achieve high degrees of accuracy and inter-rater agreement

Lead conversations with teachers that are collaborative, differentiated, and improvement focused.

This portion of the training discusses how to conduct collaborative conversations that consist of timely, specific, and actionable feedback. Participants then:

- Identify the strengths and weaknesses of teaching based on the evidence gathered
- Observe a post-observation conference role-played by a host administrator and the Teachscape service provider using the "fishbowl" strategy
- Debrief as a group and provide feedback based on a post-observation rubric

Professional Services Providers

Broad Experience. Deep Expertise.

- **School Improvement Consultants** are experienced educational leaders and turnaround specialists who have successfully turned around struggling schools while helping to ensure sustainability.
- **Content Coaches** are proven experts in their areas of academic focus, bringing a deep background of successful content coaching to their work with clients.
- **Data Specialists** are expert in analyzing and applying data to assess student learning and inform instructional practice.
- **Instructional Coaches** specialize in helping leaders identify, promote, and sustain effective instructional practices in every classroom.
- **Leadership Coaches** have all been successful principals, assistant principals, directors of curriculum, and assistant superintendents. Their experience informs their work, helping school and district leaders drive, support, and sustain improved teaching and student achievement.

To find out more about this or any of **Teachscape's Professional Services**, call 877.98.TEACH, or visit our website at www.teachscope.com.



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